

Press ReleaseNational Labor Relations Board Office of the General Counsel

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Indiana concrete manufacturer resumes negotiations with union following intervention by NLRB Regional Office

A concrete manufacturer based in Terre Haute, Indiana has agreed to reestablish recognition of the union representing its workers and to return to contract negotiations following the issuance of a complaint by the National Labor Relations Board's office in Indianapolis.

The settlement between N.E.W. Interstate Concrete, Inc. and the Chauffeurs, Teamsters, Warehousemen & Helpers Local Union No. 135, affiliated with the International Brotherhood of Teamsters, was approved on June 24 by NLRB Regional Director Rik Lineback. The agreement also requires N.E.W. to reinstate five employees and to pay nearly \$19,000 to make the five whole for lost income and pension contributions.

The complaint alleged that the employer unlawfully withdrew union recognition at two facilities to end a 25-year bargaining relationship, created a non-union alter ego company and transferred employees to it in order to avoid its union obligations. The employer also interrogated employees about their union sympathies, told them they would have to work non-union to keep their jobs, and made unilateral changes to overtime rules and pension contributions, according to the complaint.

Under the settlement, the employer agrees to end any unlawful conduct and to recognize and bargain with the Union. The parties have already begun scheduling sessions for the purpose of negotiating a new collective bargaining agreement.

The National Labor Relations Board is an independent federal agency vested with the power to safeguard employees' rights to organize and to determine whether to have unions as their bargaining representative. The agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions.